

**ARTICLE 2.03      COMPENSATORY OVERTIME**

**CURRENT LANGUAGE:**

A record of compensatory overtime earned and used shall be maintained on the biweekly pay records. Compensatory overtime shall not be accrued to an employee's credit for any time in excess of 80 hours.

The decision to reimburse for overtime hours worked with compensatory time off in lieu of pay will be at the discretion of the employee for the first 40 hours per each fiscal year, but after 40 hours each fiscal year it shall be at the discretion of the supervisor and Appointing Authority based on the employee's request while recognizing the overall department staffing requirements.

**CONCERN:**

Management needs to consider budgetary and staffing impacts when making the decision to reimburse for overtime hours worked with compensatory time off in order to ensure the utmost effective and efficient service delivery to the citizens of Chula Vista.

**PROPOSED LANGUAGE:**

A record of compensatory overtime earned and used shall be maintained on the biweekly pay records. Compensatory overtime shall not be accrued to an employee's credit for any time in excess of 80 hours.

The decision to reimburse for overtime hours worked with compensatory time off in lieu of pay will be at the discretion of ~~the employee for the first 40 hours per each fiscal year, but after 40 hours each fiscal year it shall be at the discretion of~~ the supervisor and Appointing Authority based on the employee's request while recognizing the overall department staffing requirements *and budgetary impacts*.

**RESULT:**

The proposed language ensures that the City has sole authority in granting compensatory overtime requests to guarantee the utmost effective and efficient service delivery to the citizens of Chula Vista.

TENTATIVE AGREEMENT

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UNION

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MANAGEMENT